

SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY
(SPECIALIST/SUPERVISOR)



OPEN

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER - Equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation.

EXAMINATION BASE DEPARTMENTAL FOR:
DEPARTMENT OF CORRECTIONS AND REHABILITATION

WHO SHOULD APPLY Applicants who meet the minimum qualifications as stated below. Applications will not be accepted on a promotional basis.

HOW TO APPLY ONLY THE SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (CF) (SPECIALIST/SUPERVISOR) SCANNABLE APPLICATION/EXAMINATION WILL BE ACCEPTED FOR THIS EXAMINATION

Submit the scannable application/examination in a 10” x 13” envelope to the following address:
Do not separate, staple, fold, or bend

- By mail with:** or **In person with:**
Department of Corrections and Rehabilitation
Selection Services Section
P.O. Box 942883-0001
Sacramento, CA 94283-0001

Department of Corrections and Rehabilitation
Selection Services Section
1515 S Street, Room 522N
Sacramento, CA 95814
- Department of Corrections and Rehabilitations’ personnel offices at each adult correctional institution
 - Selection Services Section at 1515 S Street, Room 522-N, Sacramento, CA 95814
 - Peace Officer Selection Central Testing Center 2510 S. East Avenue, Suite 350, Fresno, CA 93706
 - Peace Officer Selection Southern Testing Center 9055 Haven Avenue, Suite 104, Rancho Cucamonga, CA 91730

DO NOT SUBMIT A RESUME, ANY OTHER APPLICATION FORM OR ATTACH ANY OTHER DOCUMENTS TO THE SENIOR PSYCHOLOGIST, CF (SPECIALIST/SUPERVISOR) SCANNABLE APPLICATION, EXCEPT FOR ANY DOCUMENTS SPECIFIED IN THE SCANNABLE APPLICATION/EXAMINATION.

If you meet the entrance requirements for both the Senior Psychologist, CF (Specialist/Supervisor). you may file for one or more examination(s) on the scannable application. However, you must mark the examination title(s) of each examination you wish to file for. You will only be considered for acceptance into the examination(s) that you have listed on your application.

NOTE: The wearing of denim or gray sweats on institution grounds is prohibited.

NOTE: Only applications with an original signature will be accepted.

APPLICATION DEADLINE/ REQUIREMENTS Applications will be accepted on a continuous basis.
All applicants must meet the education and/or experience requirements for this examination at the time he or she files his or her application.

TEST DATE To learn more about examination date(s), contact the testing office(s) indicated on this bulletin.

SALARY RANGE(S) As of: **July 12, 2005.**
Specialist: \$4938 - \$6483
Supervisor: \$5341 - \$6807

Hiring Above the Minimum
All correctional institutions **may** authorize a “**Hiring Above the Minimum**” (HAM) salary differential. Extraordinary qualifications, experience and current salary will determine the actual starting salary. The hiring authority will review your credentials and evaluate your experience and recent earnings to determine if a “**Hiring Above the Minimum**” salary differential may be applicable.

Recruitment and Retention (R&R) Bonus (as of July 12, 2005.)

- Specialist:**
- \$500 monthly Recruitment and Retention Bonus (Salinas Valley State Prison and Correctional Training Facility)
 - \$2400 Annual Recruitment Bonus (Limited to Avenal State Prison, Ironwood State Prison, Chuckwalla Valley State Prison, Calipatria State Prison, and Centinela State Prison after 12 months of full-time employment)
- Supervisor:**
- \$600 monthly Recruitment and Retention Bonus (all institutions)
 - \$1500 monthly Recruitment and Retention Bonus (Salinas Valley State Prison and Correctional Training Facility)
 - \$2400 Annual Recruitment Bonus (Limited to Avenal State Prison, Ironwood State Prison, Chuckwalla Valley State Prison, Calipatria State Prison, and Centinela State Prison after 12 months of full-time employment)

BENEFITS

- Both Specialist and Supervisor:**
- Deferred Compensation Plans (Savings pool, 401K, and 457 plan)
 - \$100 monthly Bilingual Differential Pay
 - 75% Reimbursement of Van Pool, \$65 maximum per month (\$100 primary driver)
 - 75% Reimbursement of Public Transit Passes, \$65 maximum per month
 - Flexible work hours (Management discretion)
 - Pre-tax parking (Where applicable)
 - Fourteen (14) paid holidays
 - Generous paid vacation/sick leave or annual leave
 - Jury duty/military/bereavement leave
 - Health, Dental, and Vision Care Plans (Rural Health Care Equity Program for areas without HMOs)
 - Pre-retirement death benefit
 - Dependent Care Program
 - Long Term Insurance (CalPERS)
 - Home Loan Program (CalPERS)
 - Legal Services
 - Employee Assistance Program
 - Work and Family Advisory Committee
 - Eleven (11) hours per month allowed for Annual Leave Credits. Increases to 14 hours after 37 months of full-time employment.
 - License or Certificate Renewal Fee Reimbursement (Actual Cost)
 - Professional Education and Training (5 days per fiscal year)
 - Continuing Education (18 hours per fiscal year)
 - California Public Employees' Safety Retirement System (Exempt from paying into the Federal Social Security System)
 - The Department is in the process of determining eligibility for involvement in the National Health Services Corp, Federal Loan Repayment Program at various sites. (If interested, contact a Health Care recruiter for additional information.)
- Specialist only:**
- Institutional Workers Supervision Pay Differential
- Supervisor only:**
- Clinical Supervision Differential (\$100 Differential)

MINIMUM
QUALIFICATIONS

- Both Specialist and Supervisor:**
Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code.
- Individuals who do not qualify for licensure by the California Board of Psychology or who are in the process of securing this license will be admitted into the examination and may be appointed, but must secure a valid license within two years of appointment; however, an individual shall be employed only to the extent necessary to be eligible for licensure plus one year. An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code or Section 5600.2(f) of Welfare and Institutions Code, whichever is applicable.
- (Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of one year at which time licensure shall have been obtained or the employment shall be terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.) An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code of Section 5600.2(f) of Welfare and Institutions Code, whichever is applicable. Individuals granted an additional one year based on extenuating circumstances may be appointed for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated.
- Experience:**
- and
- Either
1. One year of experience in the California state service performing the duties of a Psychologist-Clinical, Correctional Facility or Staff Psychologist (any specialty);
- Or
2. Two years of postdoctoral, post internship experience in the practice of psychology involving assessment and treatment and either training, research, consultation or program planning in mental health services.
- Both Specialist and Supervisor:**
Special Personal Characteristics: Empathetic understanding of patients in a State correctional facility; willingness to work in a State correctional facility; scientific and professional integrity; emotional stability; patience; alertness; tact; and keenness of observation.
- Special Physical Characteristics:** Persons appointed to this position must be reasonably expected to have and maintain sufficient strength, agility, and endurance to perform during stressful (physical, mental, and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of inmates.
- Special Personal Characteristic for Supervisor only:** Demonstrated leadership ability. Assignments may include sole responsibility for the supervision of inmates and/or the protection of personal and real property.
- Qualifying experience may be combined on a proportionate basis if the requirements stated above include more than one pattern and are distinguished as "Either" I, "or" II, "or" III, etc. For example, candidates who possess qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.

EXAMINATION
PLAN

INTERVIEWS WILL NOT BE HELD. This examination will consist of a scannable application/examination weighted 100%. To obtain a position on the eligible list, applicants must achieve a minimum rating of 70% on the scannable application/examination.

The scannable application/examination is designed to elicit a range of specific information regarding each candidate's knowledge, skills, abilities, experience, and potential to effectively perform the duties relative to the classification. **SUBMISSION OF THE SCANNABLE APPLICATION/EXAMINATION IS MANDATORY.** Candidates who do not submit the completed scannable application/examination will be eliminated from this examination.

Scannable Application/Examination -- Weighted 100.00%

Scope: Emphasis in the examination will be on measuring competitively, relative to job demands, each candidate's:

Both Specialist and Supervisor:

- A. Knowledge of:
1. Principles, techniques, and trends in psychology with particular reference to normal and disordered behavior, human development, motivation, personality, learning, individual differences, adaptation, and social interaction

2. Methods for the assessment and modification of human behavior

3. Forensic psychology

4. Characteristics and social aspects of mental and developmental disabilities

5. Research methodology and program evaluation

6. Institutional and social process, group dynamics

7. Functions of psychologists in various mental health services

8. Current trends in the field of mental health

9. Professional training

10. Community organizations and allied professional services
- B. Ability to:
1. Provide professional consultation

2. Teach and participate in professional training

3. Recognize situations requiring the creative application of technical skills

4. Develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disabilities, to the conduct of research, and to the development and direction of a psychology program

5. Plan, organize, and conduct research, data analysis, and program evaluation

6. Conduct the more difficult assessment and psychological treatment procedures

7. Analyze situations accurately and take effective action

8. Communicate effectively

Supervisor only:

- A. Knowledge of:
11. Principles, techniques, and problems in developing and coordinating a specialized psychological treatment program

12. Principles of personnel management and supervision

13. The department's Equal Employment Opportunity (EEO) Program

14. A supervisor's role in the EEO program and the processes available to meet EEO objectives
- B. Ability to:
9. Plan, organize, and direct or coordinate a specialized psychologist treatment program involving members of other treatment disciplines

10. Provide professional consultation and program leadership

11. Supervise consultation and program leadership

12. Supervise professional staff

13. Understand and effectively carry out State and departmental EEO policies

14. Effectively contribute to the department's EEO objectives

ELIGIBLE LIST
INFORMATION

The resulting eligible list(s) will be established to fill vacancies for the Department of Corrections and Rehabilitation. Names of successful candidates are merged into the list(s) in order of final scores, regardless of date. Eligibility expires **12** months after establishment, unless the needs of the service and conditions of the list(s) warrant a change in this period.

POSITION
DESCRIPTION AND
LOCATION(S)

Specialist:
A Senior Psychologist, CF (Specialist) in a State correctional setting consults with medical, social work, rehabilitation, education, custody and other personnel regarding program planning and evaluation, and developing direct and indirect services; carries project responsibilities; interprets the objectives and procedures of the program to other health facility personnel and members of the public; may perform research studies of program effectiveness; develops and maintains working relationships with other facility units and other agencies and may work with community groups and agencies to develop supportive resources; prepares progress, financial and other statistical and narrative reports on projects; participates in training programs for Clinical Psychology Interns, Psychiatric Technicians, and other student staff and volunteers, and may develop seminars in psychology; may write articles for presentation or publication; maintains order and supervises the conduct of persons committed to the California Department of Corrections and Rehabilitation; prevents escapes and injury by these persons to themselves, others or to property; maintains security of working areas and work materials; inspects premises and searches inmates for contraband, such as weapons or illegal drugs; and does other related work.

POSITION DESCRIPTION AND LOCATION(S) (CONT'D)	<p>Supervisor: A Senior Psychologist, CF (Supervisor) in a State correctional facility or outpatient performs difficult and responsible assignments relating to psychological assessment and treatment and either assists in the direction of the psychology program of a health facility, or plans, organizes, and coordinates a special patient treatment program which utilizes psychological techniques as its main nonmedical emphasis at a health facility, and coordinates the work of treatment staff of various clinical specialties and volunteers in the program; serves, as needed, as a department-wide expert and psychology consultant in a specific psychology discipline; maintains order and supervises the conduct of inmates; protects and maintains the safety of persons and property; and does other related work.</p> <p>Positions for both classifications exist at various institutions and outpatient clinics located throughout the State with the Department of Corrections and Rehabilitation.</p>
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VETERANS POINTS/ CAREER CREDITS	Veteran's Preference Points will not be granted in this examination since it does not qualify as an entrance examination under the law. Career credits will not be granted in this examination.
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GENERAL INFORMATION

Applications are available at Department of Corrections and Rehabilitation offices, State Personnel Board offices and local offices of the Employment Development Department.

The Department of Corrections and Rehabilitation reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revisions will be in accordance with civil service laws and rules and all competitors will be notified.

Examination Locations: If this examination requires a written test and/or oral interview, they will be scheduled throughout the State at the correctional institutions and/or parole regions. However, locations of the written test and/or oral interview may be limited or extended as conditions warrant.

Eligible Lists: Eligible lists established by a competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multidepartmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

General Qualifications: Competitors must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination and fingerprinting may be required. In open examinations, an investigation may be made of employment records and personal history.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

ONLY INDIVIDUALS LAWFULLY AUTHORIZED TO WORK IN THE UNITED STATES WILL BE HIRED

FOR CURRENT CDCR TESTING INFORMATION CALL (916) 322-2545
California Relay Service for the Deaf or Hearing Impaired: 1-800-735-2929

THIS CANCELS AND SUPERSEDES ALL PREVIOUSLY ISSUED BULLETINS